

*The actions delineated below were taken in open session of the EPSB at the April 13, 2015, meeting. This information is provided in summary form; an official record of the meeting is available in the permanent records of the Education Professional Standards Board (EPSB), 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, KY 40601*

**Education Professional Standards Board (EPSB)  
Summary Minutes of the Meeting  
EPSB Offices, 100 Airport Road, 3<sup>rd</sup> Floor  
Frankfort, Kentucky**

**Call to Order**

Chair Cassandra Webb called the meeting to order at approximately 9:00 a.m. EST.

**Roll Call**

The following Board members were present during the April 13, 2015, EPSB meeting: Brandy Beardsley, Ellen Blevins, Barbara Boyd, Tolya Ellis, Allen Kennedy, Robert King, Marie McMillen, Mary John O'Hair, Cindy Parker, Michael Ross, Laura Schneider, Sandy Sinclair-Curry, Anthony Strong, Shannon Treece, and Cassandra Webb. David Whaley was absent.

**Board's Mission Statement**

Chair Webb reminded the Board of its mission statement by reviewing it with the Board and audience.

**Open Speak**

There were no requests for Open Speak.

**Approval of Consent Items**

Chair Cassandra Webb requested that Board members identify any items on the consent agenda which they wished to discuss prior to taking final action. No items were asked to be pulled for further discussion.

**2015-009**

*Motion made by Mr. Michael Ross, seconded by Ms. Brandy Beardsley, to approve the following items on the consent agenda:*

Approval of February 9, 2015, EPSB Minutes

16 KAR 5:040. Request to Waive Student Teaching Requirements

**Vote:** *Unanimous*

**Report of the Executive Director**

Report from the Kentucky Department of Education

The report from KDE was in the Board folders. There were no other questions from the Board.

Report from the Council on Postsecondary Education

The report from CPE was in the Board folders. There were no other questions from the Board.

### Strategic Plan Update

Deputy Executive Director Jimmy Adams reviewed the three main goals of the strategic plan where changes and updates had taken place. He explained to the Board that one of the activities for Goal 3 was to develop a data import/export system from the Continuous Improvement Instructional Technology System (CIITS) to the EPSB Intern Management System (IMS). He said after discussions with the Kentucky Advisory Council on Internships, KDE staff, and EPSB staff, it was decided that the development of an import/export system was not needed because IMS contains only each cycle summary and the final summative information. He said staff recommended putting this activity on hold until further developments with CIITS. An update will be given at a later time.

Mr. Adams said he wanted to reconvene the Strategic Planning Committee to review progress made, to make necessary changes, and to revise timelines.

### Network for Transforming Educator Preparation (NTEP) Update

Mr. Jimmy Adams said that great progress had been made toward the goals with NTEP. He said that the EPSB was granted an additional \$45,000 in funding. \$30,000 of this funding will be set aside for the Empowering Effective Educators (E3) grants. Mr. Adams said that the purpose of the E3 grant was to define leadership roles and responsibilities for effective teachers and try to determine what was currently effective in schools and how to scale it to the rest of the state. Mr. Adams said that 43 applications from Kentucky schools were submitted. The applications will be reviewed on May 6. The remaining \$15,000 received from NTEP will go toward KTIP training on the PGES alignment with IHEs.

Ms. Donna Brockman said that during the past year EPSB staff have worked to align the Kentucky Teacher Internship Program with PGES. She said that staff gathered input, met with the Kentucky Advisory Council on Internships, and received lots of feedback from the 21 pilot districts. Focus groups were also conducted to discuss what has worked in order to streamline the process. A Train the Trainer Institute is scheduled to be held on May 20. Afterwards, eight (8) regional universities will conduct trainings this summer. All teacher educators and resource teachers will be required to be trained.

Dr. Kim Walters-Parker discussed the Kentucky Educator Preparation Accountability System (KEPAS) and the shared accountability model. She said that federal regulations, CAEP standards, and the state's equity plan have all been considered while developing KEPAS. KACTE has been updated on the progress and has supported the work thus far. She said that new information available for the system was the ability to determine not only the number of teachers that each program has in a district but also the concentration of teachers in a district. Dr. Walters-Parker said that next steps for KEPAS was to link information that KDE has through PGES and student achievement data.

Mr. Jimmy Adams stated that Mr. Scott Smith and his team have been working on updates to the data dashboard.

President Robert King said that at a recent EPSB meeting he expressed concern that the Praxis II exams were not a good measure of the level of preparation of prospective teachers. He said that following his shared concerns the Educational Testing Service (ETS) offered to meet with CPE to hear his concerns directly. A meeting has been set for April 27 at 11:00a.m. at Kentucky State University. President King welcomed deans and anyone else who has an interest in Praxis exams who wished to express concerns directly to ETS. Mr. Brown said that after this meeting with ETS, he would like ETS to come back and speak with the EPSB and share information. He also said he wanted to have a Sunday night meeting to review the progress of NTEP.

### Legislative Update

Ms. Alicia Sneed gave a brief report on education bills that passed during the 2015 legislative session. None of these bills directly affected the EPSB.

### Local Educator Assignment Data (LEAD) Report

Ms. Cindy Godsey said that she continued to work with districts on outstanding issues. There was one typo that occurred on the information sheet given to the Board regarding the number of educators out-of-compliance. The number should be 18 instead of 55. Ms. Godsey complimented the schools and districts for their hard work. Ms. Shannon Treece complimented Ms. Godsey and thanked her for her prompt responses in answering questions and step by step assistance.

### New Deans Recognized

Executive Director Robert Brown recognized the following three (3) new deans and congratulated them on their new roles: Dr. David Barnett with the University of Pikeville, Dr. Susan Rose with the University of the Cumberlands, and Dr. Beverly Ennis with Campbellsville University.

## **Report of the Chair**

### **Committee Appointments**

#### Accreditation Audit Committee

Chair Webb made the following appointments to the Accreditation Audit Committee: Dr. Sam Evans, Dr. Tiffany Wheeler, and Ellen Blevins.

#### Master's Review Committee

Chair Webb made the following appointments to the Master's Review Committee: Bridget Ramsey, Emily Freking Thompson, April Wood, Brenda McGown, Chris Walsh, Amanda Ellis, Harrie Buecker, and Katie Berner.

### **Recognition of Executive Director**

Chair Webb recognized Robert Brown upon his retirement. She read his biography, and said that no matter what conversation she had with him it was always about the teacher and the child. She said that he was an exemplar for never forgetting the important basics. Mr. Brown addressed the audience and expressed thanks to his parents and teachers for pushing him forward in education. He said working for the EPSB was a rewarding experience for his career, and that it was a pleasure to represent the Board and share Kentucky's successes at the national level.

### **Information/Discussion Items**

#### **16 KAR 2:020. Occupation-based Career and Technical Education Certification, Amendment, Notice of Intent**

Mr. John Fields informed the Board that amendments to this regulation included updates of the language from the restructuring of the Office of Career and Technical Education of the Department of Workforce Investment to the Kentucky Department of Education Office of Career and Technical Education. The CA-3 form was also incorporated by reference in the regulation. This regulation will be brought back to the Board at the June meeting for final action.

#### **16 KAR 4:030. Out-of-State Preparation, Amendment, Notice of Intent**

Dr. Walters-Parker explained the amendments to 16 KAR 4:030. These amendments will ensure that teachers with middle school, high school, and P-12 certificates who were prepared by out-of-state preparation programs are prepared to address the literacy needs of students in Kentucky classrooms equitably with teachers prepared by in-state accredited teacher preparation programs. Specifically, Section 2 (3) will require those applicants to demonstrate the same standards required for candidates prepared by in-state teacher preparation programs within 5 years of receiving a Kentucky teaching certificate.

#### **Council for the Accreditation of Educator Preparation Standards**

Dr. Walters-Parkers stated that before the CAEP standards were approved by the EPSB, the EPSB staff were waiting on the CAEP handbook. She said that the handbook has been released and revisions have already taken place with an expectation of more revisions. She said one major change was that the advanced standards will be further delayed. She said that the new plan, because of these delays, was for the implementation materials not to be used until 2017. Dr. Walters-Parker did not think the Board should wait to approve the standards due to this delay. She told the Board that she would like to meet to discuss the CAEP standards in further detail.

The proposed EPSB staff timeline for approving the CAEP standards and developing a partnership agreement between EPSB and CAEP was as follows:

- 1) Adopt the CAEP standards at the June EPSB meeting.
- 2) Meet at least twice to review the partnership agreement.
- 3) Adopt the CAEP partnership agreement in December.

Dr. Walters-Parkers said that she felt confident that institutions will be ready for fall 2016 to use the new CAEP standards.

### **Action Item**

#### 2016 KTIP Funding

Mr. Jimmy Adams informed the Board that KTIP contracts were proposed to be increased by \$45,400 to allow for training in PGES.

#### **2015-010**

*Motion made by Ms. McMillen, seconded by Ms. Tolya Ellis, to approve the recommended allocations as presented. Allow EPSB staff to make modifications to the maximum number of interns should CTE funds be received.*

**Vote:** *Unanimous*

### **Waivers**

Request for Waiver of the Board's Decision to Notate Periods of Suspension and/or Revocations on Certificates When Reissued, Ms. Kerry Chavira

#### **2015-011**

*Motion made by Mr. Ross, seconded by Ms. McMillen, to approve the waiver request for Ms. Kerry Chavira.*

**Vote:** *Unanimous*

Request for Waiver of the Board's Decision to Notate Periods of Suspension and/or Revocations on Certificates When Reissued, Mr. Tim Carver

Ms. Alicia Sneed stated that approving the waiver would not take away the action, but it would remove the notation from KECI and the certificate, but the action would still need to be reported if asked.

#### **2015-012**

*Motion made by Ms. McMillen, seconded by Ms. Laura Schneider, to approve the waiver request for Mr. Tim Carver.*

**Vote:** *Yes: 14*

*No: 1 (Dr. Anthony Strong)*

16 KAR 3:010. Request to Waive Admission Requirements Pertaining to the Professional Certificate for Instructional Leadership-Superintendent, All Grades, Eastern Kentucky University on Behalf of Ms. Jackie Rogers

#### **2015-013**

*Motion made by Mr. Robert King, seconded by Mr. Ross, to approve the waiver request on behalf of Ms. Jackie Rogers.*

**Vote:** *Unanimous*

### **Information/Discussion Item**

### Report from Secretary of Education & Workforce Development Cabinet Thomas Zawacki

Secretary Thomas Zawacki said that he had the utmost respect for the goals and mission of the agency. He said that the Board and staff have hard work as evidenced with the problems involving disciplinary procedure. He said he was concerned with the level of ability to reach a level of consensus on amendments to the disciplinary regulation and the disciplinary procedure. He asked the following of the Board and staff:

1) Try to understand the needs of all the various stakeholders and let it be the basis for good cooperative, positive discussion. If positive discussion continues, he said his prediction was that the Board would come to a consensus. 2) When a decision is reached and the Board approves changes, Secretary Zawacki requested for each of the Board and staff members to have a high degree of consensus and go forward together.

2) Please try to reach some level of consensus in the near future. The Board has an obligation to correct or fix the procedure, convert the procedure to regulation, and move forward to the future.

He said he has been working with Chair Webb on the goals and position requirements for the executive director position. He said that he wanted to be as strongly supportive of the Board as possible, and he said he has a commitment to provide the Board the highest support as they go through the process of searching for an executive director.

### **Board Comments**

President King said that he had the pleasure of getting to know Mr. Brown and to gain his perspective and see in every setting the commitment and decency Mr. Brown brings to every conversation.

Ms. Brandy Beardsley introduced Dr. Anthony Strong. The Board congratulated him on his new achievement.

*Motion made by Ms. Sandy Sinclair-Curry, seconded by Ms Schneider, to go into closed session as provided by KRS 61.810 (1) (f).*

**Vote:** *Unanimous*

*Motion made by Ms. McMillen, seconded by Ms. Blevins, to go into open session.*

**Vote:** *Unanimous*

### **2015-014**

*Motion made by Mr. Ross, seconded by Ms. Schneider, to appoint Jimmy Adams as interim executive director of the EPSB contingent upon approval of the Governor's office.*

**Vote:** *Unanimous*

### **2015-015**

*Motion made by Ms. Ellen Blevins, seconded by Ms. McMillen, to authorize the chair with advice of counsel to negotiate salary that Mr. Adams will receive as role of interim executive director.*

**Vote:** *Unanimous*

### **2015-016**

*Motion made by Mr. Ross, seconded by Ms. Blevins, to establish an Executive Director Search Committee. The charge of the committee will be to produce an EPSB Executive Director Selection Timeline, Job Description, Salary Range, Method of Application, Application Documents Required, and Advertising Strategy. The committee will give a recommendation to the Board for consideration at a special meeting. Committee members will be Mary John O'Hair (chair), Allen Kennedy, Anthony Strong, Secretary Tom Zawacki (or designee), Commissioner Terry Holliday (or designee), President Robert King (or designee), and Barbara Boyd.*

**Vote:** *Unanimous*

*Motion made by Ms. McMillen, seconded by Mr. Kennedy, to go into closed session as provided by KRS 61.810 (1) (c) and (1) (j).*

**Vote:** *Unanimous*

*Motion made by Ms. McMillen, seconded by Ms. Sinclair-Curry, to go into open session.*

**Vote:** *Unanimous*

**DISCIPLINARY MATTERS:  
MINUTES OF CASE REVIEW  
April 13, 2015**

*Motion made by Ms. Marie McMillen, seconded by Mr. Allen Kennedy, to go into closed session for the purpose of discussing proposed or pending litigation in accordance with KRS 61.810(1) (c) & (j).*

**Vote:** *Unanimous*

*Motion made by Ms. McMillen, seconded by Ms. Sandra Sinclair-Curry, to return to open session.*

**Vote:** *Unanimous*

The following board members concurred with the actions as listed below with the noted exceptions:

Cassandra Webb, Michael Ross, Ellen Blevins, Marie McMillen, Laura Schneider, Tolya Ellis, Barbara Boyd, Sandra Sinclair-Curry, Mary John O'Hair, Allen Kennedy, Anthony Strong, Shannon Treece, Anthony Strong, and Brandy Beardsley.

Attorneys present were Alicia A. Sneed, Cassie Trueblood, Gary Stephens, Chelsea Fannin, and Eric Ray.

**Initial Case Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
1411773	Defer for training
1412872	Dismissed
1405272	Dismissed

150231	Hear
1412827	Admonish
150284	Defer
1412836	Dismissed
1411752	Hear
1411794	Hear
1412864	Hear
1412841	Hear
1412857	Hear
1412821	Hear
1412823	Hear
150245	Hear
150249	Admonish
1412812	Admonish
1412819	Hear
150219	Hear
1502106	Hear
1412831	Hear
1412874	Hear
1410723	Dismissed
1412868	Dismissed
1410758	Defer for training
1412866	Hear
1412870	Dismissed
1412845	Defer for training ( <i>Mr. Ross dissented</i> )
1411771	Defer for training
1412839	Admonish
1412833	Dismissed ( <i>Ms. Blevins dissented</i> )
1410713	Dismissed
1407425	Defer for training
1412810	Defer for training
1412850	Defer for training
1412829	Admonish
150223	Dismissed
150229	Defer
1403176	Dismissed
06-0357	Dismissed
1410715	Dismissed
1407438	Dismissed
1304281	Dismissed
1207391	Dismissed
07112120	Dismissed
1407403	Dismissed
1410725	Hear
1405268	Defer for training
07-0472	Dismissed
1405282	Dismissed
1405335	Dismissed
1412808	Dismissed
140113	Dismissed



**Character/Fitness Review**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
15109	Approve
15198	Approve
15193	Approve
15154	Approve
141199	Approve
15221	Approve
1510	Approve
1572	Approve
15195	Approve
15246	Approve
15267	Approve
1583	Approve
1563	Approve
1593	Deny
1594	Approve
15104	Deny
15108	Deny
1586	Approve
15185	Deny
15149	Approve
15180	Approve
15158	Approve
15206	Approve
15207	Approve
15199	Deny
15229	Approve
15173	Deny
15230	Approve
15138	Approve
15214	Deny
15144	Approve
15253	Deny
1554	Approve
1584	Deny
15213	Approve
15208	Deny
159	Approve

**Agreed Orders**

<b><u>Case Number</u></b>	<b><u>Decision</u></b>
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1211713 (Paige Johnson) Accept Agreed Order revoking Respondent's certificate for a period of twenty (20) years from the date this order is approved by the Board. Johnson shall surrender the original certificate and all copies of her certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

In addition to any educational requirements, issuance of a Kentucky teaching or administrative certificate to Respondent, or on her behalf, at the conclusion of the twenty (20) year revocation period is expressly conditioned upon Respondent providing written evidence to the Board, at the time of application, that she has complied with the following:

Respondent shall complete twelve (12) hours of professional development/training in the areas of ethics and appropriate teacher/student relationships and/or boundary issues, as approved by the Board. Any expense incurred for the program shall be paid by Respondent.

**Vote:** *Unanimous*

1311830 (Regina Bohanan) Accept Agreed Order dismissing Agency Case Number 1311830.

**Vote:** *Unanimous*

1403141 (Patricia McCowan) Accept Agreed Order admonishing Respondent for failing to uphold the dignity and integrity of the profession. A teacher is a role model to the students and must maintain a professional interaction at all times. Making inappropriate comments to or around students will not be tolerated. Further, discussing a child's personal information in front of their fellow classmates is a very serious violation of that child's right to privacy. Respondent shall keep in mind the privacy rights of her students moving forward. No further acts of misconduct by Respondent will be tolerated by the board.

Additionally, Respondent's certificate is subject to the following probationary condition from the date of acceptance of this order by the Board:

1. Respondent shall provide written proof to the Board that she has received twelve (12) hours of professional development/training in the area of ethics, as approved by the Board, no later than June 1, 2015. Any expense incurred for said training shall be paid by Respondent. If

Respondent fails to satisfy this condition by June 1, 2015, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board; and

2. Respondent shall provide written proof that she has received six (6) hours professional development/training in the area of confidentiality training, as approved by the Board, no later than June 1, 2015. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by June 1, 2015, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

**Vote:** *Unanimous*

140271 (Beverly England)

Accept Agreed Order admonishing Respondent for failing to take reasonable measures to protect the health, safety, and emotional well-being of her students. A teacher may never place his/her hands on a student in anger and must follow training protocol when restraining a student. Additionally, Respondent's certificate is subject to the following probationary condition from the date of acceptance of this order by the Board:

Respondent shall provide written proof to the Board that she has completed professional development/training in the area of anger management, as approved by the Board, before June 15, 2015. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition before June 15, 2015, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board; and when working with students who have a Functional Mental Disability, Respondent shall always have a fellow staff member present and will not be in charge of discipline or corrective actions for the students who have a Functional Mental Disability.

**Vote:** *Unanimous (Ms. Sinclair-Curry recused)*

1312895 (Edwin Bonet-Ruiz)

Accept Agreed Order permanently revoking Respondent's certificate. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future.

Respondent shall surrender the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1407431 (Robert Norsworthy) Accept Agreed Order admonishing Respondent for neglect of duty. The Board reminds Respondent that he has a duty to protect the health, safety, and welfare of all students in his care. An educator must create and maintain an environment in which all students can learn in a safe and effective manner. The Board will tolerate no further acts of misconduct by Respondent.

Additionally, Respondent must provide written proof, on or before October 1, 2015, that he has completed a Board-approved training/professional development course in the area of classroom management. Any expense for this training shall be paid by Respondent. Should Respondent fail to provide proof of the training requirement by October 1, 2015, his certificate shall be suspended and will remain suspended until he provides proof of the requirement.

**Vote:** *Unanimous*

1407407 (Donna Gray)

Accept Agreed Order admonishing Respondent for conduct unbecoming a teacher. An educator has a duty to treat all members of the education community with dignity and respect. Respondent failed in this duty when she used racially insensitive language in the workplace. The Board will tolerate no further acts of misconduct by Respondent. Respondent must provide written proof, on or before September 1, 2015, that she has completed a course in cultural competency. Should Respondent violate this condition, her certificate shall be suspended and will remain so until the condition is met. Any expense incurred for said training shall be paid by Respondent.

**Vote:** *Unanimous*

1408502 (Kenneth Moeller) Accept Agreed Order admonishing Respondent for his failure to report an allegation of child abuse as required by JCPS policy. Respondent is also admonished for violating the *Administrative Code for Kentucky's Educational Assessment Program*. The Board reminds Respondent that he has a duty to follow all administrative procedures related

to student testing for the well-being of the students and for the integrity of the testing process. The Board will tolerate no further acts of misconduct by Respondent.

Additionally, Respondent must provide written proof, on or before October 1, 2015, that he has completed a Board-approved training/professional development course in the area of child abuse awareness and reporting and six (6) hours of Administrative Code training. Any expense for these trainings shall be paid by Respondent. Should Respondent fail to provide proof of the training requirements by October 1, 2015, his certificate shall be suspended and will remain suspended until he provides proof of the requirements.

**Vote:** *Unanimous*

08121194 (Glenn Taylor)

Accept Agreed Order which states that Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time after his current teaching certificate expires June 30, 2015; and Respondent shall submit the original certificate and all copies of his certificate to the EPSB, by delivering or mailing them to 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1312883 (John Murray)

Accept Agreed Order admonishing Respondent for making inappropriate remarks to students and for subjecting students to embarrassment. Sexual jokes and innuendo constitute sexually related behavior, and the Professional Code of Ethics for Kentucky Certified School Personnel explicitly prohibits teachers from directing such remarks towards students. Further, Respondent is reminded that he has an ethical duty to treat students with respect and to maintain a high level of professionalism at all times. The Board will not tolerate any further incidents of ethical misconduct from Respondent.

Respondent's certificate, including any and all endorsements, is hereby subject to the following probationary conditions for a period of five (5) years from the date the Board accepts this Agreed Order:

1. On or before July 1, 2015, Respondent shall submit written proof to the Board that he has successfully completed twelve (12) hours of ethics training, as approved by the Board, which shall include instruction on

appropriate teacher/student boundaries. Any expense incurred for said training shall be paid by Respondent.

2. On or before September 1 of each year of the probationary period, Respondent shall provide written proof to the Board that he has completed a course, as approved by the Board, on sexual harassment awareness. Any expense incurred for said training shall be paid by Respondent.

3. For the entirety of the probationary period, Respondent shall receive no disciplinary action involving conduct unbecoming and/or sexual harassment. "Disciplinary action" is defined as any public reprimand, suspension, or termination issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process.

Should he fail to satisfy any of these conditions during the probationary period, Respondent's certificate shall be automatically suspended for a period of thirty (30) days. If applicable, at the conclusion of the thirty (30) day suspension, Respondent's certificate shall remain suspended until such time as the probationary conditions are met.

Respondent is aware that should he violate KRS 161.120, either during or following this five (5) year period of probationary conditions, the Board shall initiate new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1403209 (Charles Bosley)

Accept Agreed Order admonishing Respondent for failing to take reasonable measures to protect the health, safety, and emotional well-being of his students. A teacher may never place his/her hands on a student in anger and must follow training protocol when restraining a student.

Additionally, Respondent's certificate is subject to the following probationary condition from the date of acceptance of this order by the Board:

Respondent shall provide written proof to the Board that he has completed professional development/training in the area of anger management, as approved by the Board, prior to applying to any job as an educator. Respondent shall be evaluated by the Hardinsburg Outpatient Clinic and complete their recommendations for anger management counseling. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition before applying to any educator position, any and

all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

**Vote:** *Unanimous*

1309636 (Samuel Hann)

Accept Agreed Order permanently revoking Respondent's certificate. Respondent shall neither apply for, nor be issued, a teaching and/or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

CF1559 (Michelle Wehmeyer) Accept Agreed Order which states that upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that she has complied with the assessment process. Any expense for the assessment and written reports shall be paid by Respondent.

2. Respondent shall submit written proof to the Board that she has completed a course on professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Respondent.

Any and all certificates issued to Respondent shall be subject to the following conditions:

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from her counselor to the Board until such time as the counselor releases her from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's

certificate being automatically suspended until Respondent is in compliance.

2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use or possession of alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.

3. Respondent shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on her behalf.

**Vote:** *Unanimous*

CF1565 (Miranda Byrd)

Accept Agreed Order which states that upon acceptance of this agreement by the Board, Respondent shall be issued a Kentucky teaching certificate upon providing proof that she has met the academic and testing requirements necessary for issuance of a certificate, and has completed the following:

1. Respondent shall undergo a comprehensive alcohol/substance abuse assessment by a Kentucky licensed and/or certified chemical dependency counselor, as approved by the Board, and shall present written evidence to the Board that she has complied with the assessment process. Any expense for the assessment and written reports shall be paid by Respondent.

2. Respondent shall submit written proof to the Board that she has completed a course on professional ethics training, as approved by the Board. Any expense required for said training shall be paid by Respondent.

Any and all certificates issued to Respondent shall be subject to the following conditions:

1. If Respondent's chemical dependency counselor makes any treatment recommendations, Respondent shall comply with the treatment recommendations. Respondent shall submit quarterly written progress reports from her



counselor to the Board until such time as the counselor releases her from treatment. Any expense for the treatment and/or written reports shall be paid by Respondent. Failure to comply with this condition will result in Respondent's certificate being automatically suspended until Respondent is in compliance.

2. Respondent shall not be convicted of nor enter a guilty or no contest plea to any criminal charge(s) involving the use or possession of alcohol. If Respondent is convicted of, or enters a guilty or no contest plea, to any criminal charge involving the use or possession of alcohol, she shall submit this information to the Board, in writing, within thirty (30) days. Failure to comply with this condition will result in Respondent's certificate being automatically suspended pending Board review and disposition.

3. Respondent shall submit a copy of her current criminal record, as prepared by the Administrative Office of the Courts, with any application for renewal of her certification(s) and/or for additional certification(s). Any expense required to satisfy this condition shall be paid by Respondent. Failure to comply with this condition will result in the denial of all applications for renewal and/or additional certification(s) submitted by Respondent or on her behalf.

**Vote:** *Unanimous*

1409693 (Andrew Moore)

Accept Agreed Order permanently revoking Respondent's certificate. Respondent shall neither apply for, nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1407409 (Stephen Graham)

Accept Agreed Order admonishing Respondent for using inappropriate physical force to manage student behavior. An educator in the Commonwealth of Kentucky has a duty to take reasonable measures to protect the health, safety, and emotional well-being of students, and must remain aware of the line between appropriate and inappropriate physical contact when interacting with students.

Furthermore, the Board reminds Respondent of his duty to maintain the dignity and integrity of the profession at all times. The Board will not tolerate any further incidents of misconduct from Respondent.

Respondent intends to retire at the conclusion of the 2014-2015 school year. If Respondent returns to the Kentucky public school system in any capacity that requires certification, he shall first comply with the following conditions:

1. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional development or training in the area of classroom management, as approved by the Board. Any expense incurred shall be paid by Respondent. If Respondent fails to satisfy this condition prior to accepting certified employment, his certificate shall be automatically suspended until such condition is satisfied.

2. Respondent shall submit written proof to the Board that he has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition prior to accepting certified employment, his certificate shall be automatically suspended until such condition is satisfied.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1208538 (Matthew French) Accept Agreed Order suspending Respondent's certificate from June 16, 2015 through August 11, 2015. Respondent shall surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

Upon reinstatement, Respondent's certificate and any future endorsements or new areas of certification, shall be subject to the following probationary conditions:

1. On or before December 1, 2015, Respondent shall provide written proof to the Board that he has been evaluated by a Kentucky licensed or certified psychiatrist or mental health professional, presents as capable of fulfilling his duties as an educator, is not a danger to

himself or others, and is compliant with all treatment recommendations. Any expense incurred for said assessment, treatment and/or reports shall be paid by Respondent. Should Respondent fail to satisfy this condition by December 1, 2015, Respondent's certificate shall be automatically suspended until such condition is satisfied.

2. On or before March 1, 2016, Respondent shall provide written proof to the Board that he has successfully completed twelve (12) hours of ethics training, as approved by the Board, which shall include instruction on appropriate teacher/student boundaries. Any expense incurred for said training shall be paid by Respondent. Should Respondent fail to satisfy this condition by March 1, 2016, Respondent's certificate shall be automatically suspended until such condition is satisfied.

3. Respondent shall not receive any disciplinary action involving inappropriate teacher/student boundaries from any school district in which he is employed. Should Respondent fail to satisfy this condition, Respondent's certificate shall be automatically suspended for a period of two (2) years and subject to additional sanctions by the Board pursuant to KRS 161.120.

*"Disciplinary action" is defined as any termination, suspension or public reprimand issued by any school district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a suspension, termination, or public reprimand shall be considered a violation of this condition.*

Respondent is aware that, should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1408623 (John Baudendistel) Accept Agreed Order in which Respondent voluntarily, knowingly, and intelligently surrenders his certificate, and agrees not to apply for, nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all

copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1205286 (Casey Waddell) Accept Agreed Order in which Respondent voluntarily, knowingly, and intelligently surrenders his certificate, and agrees not to apply for, nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1307557 (Thomas Gilmour) Accept Agreed Order admonishing Respondent for exercising poor professional judgment and for failing to keep his personal views out of the classroom. Respondent's actions in the classroom demonstrated a disregard for his duty to endeavor to understand community cultures and the diverse home environments of his students. The Board reminds Respondent, that as a certified educator in the Commonwealth of Kentucky, he has a duty to respect the constitutional rights of his students, their parents and the community. Furthermore, the Board reminds Respondent that he must instruct students according to the curriculum of the district. The Board will not tolerate any further incidents of misconduct from Respondent. Upon acceptance of this agreement by the Board, Respondent shall comply with the following conditions:

1. Respondent shall submit written proof to the Board that he has completed five (5) hours of cultural competency training since the 2008-2009 school year as indicated in his counterproposal and letter of support dated January 24, 2014.  
*Respondent has provided written proof that he has completed five (5) hours of cultural competency training.*
2. On or before March 1, 2016, Respondent shall submit written proof to the Board that he has completed a course on educator ethics, with a focus on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. If Respondent fails to satisfy this

condition by March 1, 2016, his certificate shall be automatically suspended until such condition is satisfied. Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1406389 (Amanda Heaton) Accept Agreed Order admonishing Respondent for exercising poor professional judgment, and for failing to use appropriate means of discipline and discourse with her students. Raising your voice with a student in front of her peers is not an acceptable means of discipline. The Board reminds Respondent that she has a duty to take reasonable measures to protect the health, safety and emotional well-being of her students, and to set a positive example for her students. The Board will not tolerate any further incidents of misconduct by Respondent.

Upon acceptance of this agreement by the Board, Respondent shall comply with the following conditions:

1. On or before February 1, 2016, Respondent shall provide written proof to the Board that she has completed six (6) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required to satisfy this condition shall be paid by Respondent. Should Respondent fail to satisfy this condition by February 1, 2016, her certificate shall be automatically suspended until such condition is satisfied.
2. On or before February 1, 2016, Respondent shall provide written proof to the Board that she has completed professional development or training in the area of bullying awareness, as approved by the Board. Any expense required to satisfy this condition shall be paid by Respondent. Should Respondent fail to satisfy this condition by February 1, 2016, her certificate shall be automatically suspended until such condition is satisfied. Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1302106 (Wade Helm) Accept Agreed Order which states that Respondent shall be issued a teaching certificate in Kentucky only after completing a traditional educator preparation program or

meeting the requirements for issuance of an alternative certificate under KRS 161.048. Respondent shall not be eligible for an emergency teaching certificate or emergency substitute certificate until he has been issued either a statement of eligibility or a temporary provisional certificate.

Additionally, at the time of application for certification, Respondent shall comply with the following conditions:

1. Respondent shall provide written proof to the Board that he has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense required to satisfy this condition shall be paid by Respondent. If Respondent fails to satisfy this condition, he will not be issued a certificate until written proof of completion has been provided to the Board.

2. Respondent shall provide written proof to the Board that he has completed twelve (12) hours of professional development or training in the area of classroom management, as approved by the Board. Any expense required to satisfy this condition shall be paid by Respondent. If Respondent fails to satisfy this condition, he will not be issued a certificate until written proof of completion has been provided to the Board.

Failure to meet either of these conditions will result in a denial of the application for certification. Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1409695 (Gary Russo)

Accept Agreed Order in which Respondent voluntarily, knowingly, and intelligently surrenders his teaching certificate, and agrees not to apply for, nor be issued a teaching, administrative or emergency certificate in the Commonwealth of Kentucky at any time in the future. Upon acceptance of this agreement by the Board, Respondent shall immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

1305327 (Brittany Stacy)

Accept Agreed Order suspending Respondent's certificate from June 6, 2015 to August 4, 2015, a period of sixty (60) days. Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd floor, Frankfort, KY 40601.

Upon reinstatement, Respondent's certificate shall be subject to the following probationary conditions:

1. On or before April 1, 2016, Respondent shall provide written proof to the Board that she has completed twelve (12) hours of professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred shall be paid by Respondent. If Respondent fails to satisfy this condition by April 1, 2016, Respondent's certificate shall be automatically suspended until such condition is satisfied.

2. Respondent shall provide written proof to the Board that she has complied with all the conditions set forth in the Order of Probation/Conditional Discharge entered into on January 22, 2014 in Rowan Circuit Court, Case No. 13-CR-00093. Respondent shall pay any expense incurred. If Respondent fails to comply with this condition, Respondent's certificate shall be automatically suspended until such condition is satisfied.

3. With any application for renewal of a certificate and/or with any application for an additional certificate, Respondent shall submit a state and federal criminal background report to the Board. Respondent shall pay any expense incurred. If Respondent fails to satisfy this condition, renewal of her certificate and/or issuance of the additional certificate shall be denied.

4. Respondent shall have no further criminal convictions. If Respondent is convicted of any crime other than a minor traffic violation, any and all certificates issued to her shall be automatically permanently revoked. A violation is not considered a minor traffic violation if it is a violation for which jail time may be imposed.

5. Respondent shall not receive any disciplinary action involving theft from any school district in which she is employed. If Respondent fails to satisfy this condition, Respondent's certificate shall be automatically suspended for a period of thirty (30) days and subject to additional sanctions by the Board pursuant to KRS 161.120.

*"Disciplinary action" is defined as any termination, suspension, or public reprimand issued by any school*

*district in the Commonwealth of Kentucky and upheld, if requested, by either a tribunal and/or arbitration process, including any appeal therefrom. If the tribunal amends the disciplinary action or if Respondent agrees to amend the disciplinary action through arbitration, the new disciplinary action if a termination, suspension, or public reprimand shall be considered a violation of this condition.*

Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*

1208528 (Carrie Decker)

Accept Agreed Order suspending Respondent's certificate from June 16, 2015 through July 30, 2015 a period of forty-five (45) days. Respondent shall immediately surrender the original and all copies of her certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3<sup>rd</sup> Floor, Frankfort, KY 40601.

Prior to reinstatement of Respondent's certificate, Respondent shall comply with the following reinstatement conditions:

1. Respondent shall provide written proof to the Board that she has complied with a comprehensive alcohol abuse assessment by a licensed or certified chemical dependency counselor, as approved by the Board, and is compliant with any treatment recommendations. Any expense incurred for said assessment and treatment shall be paid by Respondent.
2. Respondent shall provide written proof to the Board that she has successfully completed professional development or training on the Professional Code of Ethics for Kentucky Certified School Personnel, as approved by the Board. Any expense incurred for said training shall be paid by Respondent.

Should Respondent fail to satisfy these conditions prior to the conclusion of the forty-five (45) day suspension period, Respondent's certificate shall not be reinstated until such conditions are satisfied. Respondent is aware that should she violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** *Unanimous*



140256 (William Rison)

Accept Agreed Order which states that Respondent shall complete the following professional development or training:

1. Respondent shall provide written proof to the Board that he has received eight (8) hours of professional development/training in the area of educator certification as approved by the Board, no later than September 1, 2016. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2016, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

2. Respondent shall provide written proof to the Board that he has professional development/training in the area of hiring school personnel with an emphasis on compliance with KRS 160.345, as approved by the Board, no later than September 1, 2016. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2016, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

3. Respondent shall provide written proof to the Board that he has received professional development/training in the area of school facilities construction and management, as approved by the Board, no later than September 1, 2016. Any expense incurred for said training shall be paid by Respondent. If Respondent fails to satisfy this condition by September 1, 2016, any and all certificates issued to Respondent will automatically be suspended until such training is completed and the appropriate written proof is provided to the Board.

Respondent is aware that should he violate KRS 161.120 in the future, the Board shall initiate a new disciplinary action and seek additional sanctions.

**Vote:** 13-1 (*Ms. Schneider dissented*)

1311823 (Seth Sammons)

Accept Agreed Order in which Respondent voluntarily, knowingly, and intelligently surrenders his teaching certificate, and agrees to not apply for, nor be issued, a teaching or administrative certificate in the Commonwealth of Kentucky at any time in the future. Upon the acceptance of this agreement by the Board, Respondent shall

immediately surrender the original and all copies of his certificate, by personal delivery or first class mail, to the Education Professional Standards Board, 100 Airport Road, 3rd Floor, Frankfort, Kentucky 40601.

**Vote:** *Unanimous*

Chair Webb called a special EPSB meeting for May 4 at 9:00a.m. at the EPSB offices.

**Vote:** *Unanimous*

*Motion made by Ms. Sinclair-Curry, seconded by Ms. Ellis, to adjourn the meeting.*

**Vote:** *Unanimous*

Meeting adjourned at 2:20 p.m.

**Next Meeting:** June 8, 2015  
9:00 AM  
EPSB Board Room  
Frankfort, Kentucky